

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 6, 2004, are as follows: Average increases of 33 cents (3.8 percent) for Level 1 and 38 cents (3.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	199	8.95	12.50	7.15
CASHIER-CHECKER	168	7.92	12.25	7.00
TELLER	129	11.49	14.49	9.50
RECREATION ATTENDANT	7	9.27	10.00	7.50
NF - 2				
STORE DETECTIVE	16	9.85	12.56	8.11
HEAD CUSTOMER SVC ASST	25	10.86	13.40	8.40
SECRETARY	24	13.38	15.38	12.00
ACCOUNTING TECHNICIAN	31	12.39	16.64	9.00
NF - 3				
DEPARTMENT MANAGER	83	11.79	15.58	9.22
BOOKKEEPER	16	15.29	19.13	13.00

WAGE AREA : #135 Santa Barbara, CA

ORDER DATE: September 3, 2004

SURVEY : #019/019-38